



General Assembly

Substitute Bill No. 469

February Session, 2004

* _____SB00469LAB__040704_____*

AN ACT CONCERNING MANDATORY LIMITS ON OVERTIME IN HOSPITALS.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. (NEW) (*Effective October 1, 2004*) (a) As used in this
2 section:

3 (1) "Nurse" means a registered nurse or a practical nurse licensed
4 pursuant to chapter 378 of the general statutes, a nurse's aide
5 registered pursuant to chapter 378a of the general statutes or a
6 physician assistant licensed pursuant to section 20-12b of the general
7 statutes; and

8 (2) "Hospital" shall have the same meaning as set forth in section
9 19a-490 of the general statutes, as amended.

10 (b) No hospital may require a nurse to work in excess of a
11 predetermined scheduled work shift, provided such scheduled work
12 shift is determined and promulgated not less than forty-eight hours
13 prior to the commencement of such scheduled work shift. Any nurse
14 may volunteer or agree to work hours in addition to such scheduled
15 work shift but the refusal by a nurse to accept such additional hours
16 shall not be grounds for discrimination, dismissal, discharge or any
17 other penalty or employment decision adverse to the nurse.

18 (c) The provisions of this section shall not apply: (1) To any nurse
19 participating in a surgical procedure until such procedure is
20 completed; (2) to any nurse working in a critical care unit until such
21 nurse is relieved by another nurse who is commencing a scheduled
22 work shift; (3) in the case of a public health emergency; or (4) in the
23 case of an institutional emergency, including, but not limited to,
24 adverse weather conditions, catastrophe or widespread illness, that in
25 the opinion of the hospital administrator will significantly reduce the
26 number of nurses available for a scheduled work shift, provided the
27 hospital administrator has made a good faith effort to mitigate the
28 impact of such institutional emergency on the availability of nurses,
29 unless a collective bargaining agreement provides otherwise.

This act shall take effect as follows:	
Section 1	<i>October 1, 2004</i>

PH *Joint Favorable Subst.*

LAB *Joint Favorable*